GOVERNMENT OF INDIA
COAL
LOK SABHA

UNSTARRED QUESTION NO:2352
ANSWERED ON:07.08.2001
TRANSFER POLICY IN CIL
ABDUL RASHID SHAHEEN;MADAN PRASAD JAISWAL

Will the Minister of COAL be pleased to state:

(a) whether there is any transfer policy in Coal India Limited;

(b) if so, the salient features of this policy;

(c) if not, the reasons therefor;

(d) whether a number of engineers appointed to work in the mines are doing marketing and administrative work in big cities in the absence of the transfer policy; and

(e) if so, the reaction of the Government in this regard?

Answer

THE MINISTER OF STATE FOR COAL (SHRI SYED SHAHNAWAZ HUSSAIN)

(a)&(b): Coal India Limited has a welldefined transfer policy. As per this policy the executives of M1 and above grades who are working for more than 10 years in the same company and having more than 2 years for retirement are transferrable. The transfer policy further stipulates that large scale transfer is to be avoided but at least 10% of the executives specifying the criteria should be transferred each year. In order to effectively implement this transfer policy, a decision has been taken in the year 1998 to transfer 20% of executives each year based on station seniority. As per the said policy, executives of M1 and above grades working in sensitive discipline are transferrable from existing company on completion of 5 years. Executives working in sensitive discipline in E1 to E5 grades are to be rotated within the company on completion of 3 years.

This year a policy decision was taken to transfer all the executives of M1, M2 and M3 grades who had remainedin the same company/ place of posting for 20 years and more. However executives working in medical discipline, World Bank Project, Longwall and new technology and in project costing Rs. 100 crores and above have been excluded.

(c): Does not arise in view of reply to part (b) above.

(d)&(e): The persons doing marketing / administrative work are also governed by the transfer policy and transferred from their place of posting as informed by CIL.